

April 2006  
Employee Newsletter



Arkansas Department of Correction

# Advocate

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## Phenomenal Women

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## Aiming for a better future: ADC updates strategic plan

Last fall, the Arkansas Department of Correction started updating the ADC Strategic Plan. The document was recently completed and five primary goals were identified:

### Goal One:

*To maintain cost efficient care, custody and control over all inmates in an appropriate, safe, humane and secure environment.*

### Goal Two:

*To provide appropriate facilities for inmates sentenced by the courts.*

### Goal Three:

*To provide constructive correctional opportunities for inmates to successfully return to the community.*

### Goal Four:

*To optimize inmate assignments in work programs.*

### Goal Five:

*To attract and retain quality staff.*

The five-year plan also contains objectives designed to advance the agency in a variety of areas including security, training, staff retention and cost re-



duction. Some of the strategies developed to meet those objectives include:

— Work with local prosecutors to pursue criminal prosecution for crimes committed while incarcerated.

— Enhance eOMIS to include a module incorporating biometrics for entrance and departure from ADC institutions.

— Implement video conferencing/telemedicine at units to reduce costs.

— Secure operational funding for the Special Needs Unit for opening beds upon completion of construction phases.

— Incorporate into Character First the concept of Complacency Last and emphasize “not becoming a victim of our own success.”

— Expand existing pre-release programs to all ma-

jor units for inmates based on needs assessment.

— Expand Prison Industry Enhancement programs at Grimes, East Arkansas Regional Unit, and Pine Bluff Units.

— Expand character-building programs for inmates to enhance the work ethic.

— Increase career track opportunities to include Assistant Warden trainee program.

— Seek legislation to provide retirement for security positions after 25 years of service.

— Encourage and enhance opportunities for ADC employees to participate in activities that promote wellness, teamwork, community involvement, educational opportunities, etc

Staff members are encouraged to use this plan to guide their efforts as they work to carry out the agency's mission.

## Director's Corner



**Larry Norris**  
**ADC Director**

Every once in awhile, a phrase comes down the pike that I've never heard before. I'm not talking about the lingo that teenagers use. I quit trying to decode their language a long time ago. I couldn't tell you the difference between being fat and being "phat" if I had to. But I was young once, and I do know how teen talk goes. Not to show my age, but I do

remember when being "out of sight" had nothing to do with vision.

Of course, the grown-up world of work and business has a type of lingo too. And there are phrases of the moment; buzzwords that are new, different, and very popular to use. It wasn't long ago that everyone was talking about being a change agent who used team dynamics to maximize synergies while avoiding emotional leakage. That sounds really good and really important.

But the new phrase I just read about has a completely different ring to it. Toxic employee. I've heard of toxic waste, toxic gas, toxic chemicals, toxic spills and even toxic snakes. But I had never heard of a toxic employee. Just the sound of it is unsettling, because we all

know what toxic means; that something is nasty, poisonous, dangerous, contaminated and possibly lethal.

The experts say that toxic employees are morale killers. They spread bad attitudes and behaviors to their co-workers. Their negativity is like a summer cold; it can spread really fast and leave everyone in the office feeling like they've been run over by a truck. No workplace is immune, and there's no vaccine to prevent an outbreak. So you have to watch for signs that one of your co-workers is toxic. Look for a decrease in productivity and morale, frequent arguments, a negative attitude and negative comments, and an unwillingness to go above and beyond while recruiting

co-workers to join the refusal. Backbiting, personal attacks, and criticisms of everybody and everything are also common symptoms.

Looking back over my career, I know I have worked with people like this. They were always angry and never had anything good to say about anything. Everything was somebody else's fault, and nothing was ever right or fair. And somebody somewhere just had to be out to get them. Although a lot of years have passed, I haven't forgotten a single one of them. And now I find out they have an official name: toxic employees. Go figure. We just called them black clouds.



## Department adds new rank: Officer First Class

The Arkansas Department of Correction has a new rank for correctional officers.

The Officer First Class rank can be achieved after a new Correctional Officer I has been on the job six continuous months. Attainment of the rank is based on several criteria, including quality of work, attendance and no disciplinarys.

The eligible employee must receive a minimum satisfactory rating on each of the rating criteria.

A single stripe chevron, to be worn on the collar, is the

rank insignia for the Officer First Class. If all criteria are met, the officer will receive an increase of 6 percent on his or her base sal-

ary.

After 12 months, the officer can still CLIP to corporal, once he or she has met all CLIP require-

ments.

It is hoped that this new rank will help with retention of entry-level security staff.

## 2006 CLIP II bonus rates announced: 3% or 6 %

The Chief Fiscal Officer of the State has established bonus rates for those that have successfully completed all requirements of their CLIP II criteria.

Those employees who have completed all requirements and received a "above average" performance

evaluation will receive a 3 percent bonus.

Those employees who completed all requirements and received an "exceeds standards" performance evaluation will receive a 6 percent bonus.

All bonus payments will be made along with

their regular bi-weekly salary prior to the end of this fiscal year, June 30. An announcement will be made once all CLIP paperwork has been finalized and payments will be issued. Thanks for all your hard work!

## ADC, CMS staff members participate in Air-Evac class at NCU

About 15 people participated in a Secure Landing Zone class at NCU on March 24. The class was conducted by staff members of Air-Evac, an air ambulance service.

"We wanted to be better prepared in an emergency and be more prepared for when we plan to participate in a large scale disaster drill that we've been trying to plan," said Samantha Blankenship, RN and Director of Nursing at NCU's Infirmary. "I am very proud of all our staff and our unit. Everyone works hard and is tenacious about professionalism."

ADC officers and CMS Infirmary staff learned about safe loading and unloading of an aircraft, secure and safe landing zones, how to find and make a secure landing zone. The group also discussed AIR-EVAC and ADC policies regarding inmate transport and other safety issues.



Above, front from left to right: Bill Bugg, RN; Building Captain Eddie Selvey; Tom Manwaring HAS; Johniece Sherrell, LPN; Minnie Turner, MRC; Carrie Mabrey, RN; Samantha Blankenship, RN, DON; Major Curtis Meinzer, Chief of Security; Former Assistant Warden John Moss (now at EARU); Field Lt. Kevin Berry; Sgt. Mark Brewer (Emergency Preparedness Officer). In the back from left to right: Carla Brewer, CAN; Shawn Walker, Flight Paramedic; Sheree Clevenger, Flight Nurse and Base Nurse Supervisor; Shaine Keasler, Flight Paramedic and Base Paramedic Supervisor, and the Base Line Pilot from AIR-EVAC, Mountain Home.

## Academy, MSU, ORCU, Newport get great reviews during ACA audits

Congratulations go out to those who successfully completed the recent round of American Correctional Association accreditation audits.

The Maximum Security Unit scored 100 percent on mandatory standards and 99.3 percent on non-mandatory standards.

The ADC Training Academy received 100 percent on mandatory standards, and 100 percent on non-mandatory standards.

The Ouachita River Correctional Unit completed its first ACA audit with a score of 100 percent on mandatory standards and 99.07 percent

on non-mandatory.

The Newport Complex (Grimes and McPherson units) received 100 percent on mandatory standards and 99.8 percent on non-mandatory standards.

Thanks for doing such a great job!



## 2006 Red Ribbon Scholarship winners announced

The Red Ribbon Run Committee has announced the winners of the four \$500 scholarships for the year 2006.

The four graduating 2006 Seniors are:

**Sarah A. Strahan**, daughter

of Steve Strahan (Budget Manager at Admin. East). She attends White Hall School.

**Jamie L. Stout**, daughter of Donna Stout (Diagnostic Unit). She attends White Hall School.

**Amber Overfield**, daughter of Kimberly Sigman (Mississippi

County Work Release). She's a student at Buffalo Island Central

**Tina Banks**, daughter to Jimmy Banks (Warden, North Central Unit). She's a student at Vilonia High School.

Congratulations to all these outstanding students!



## Phenomenal Woman Seminar encourages, enlightens

The 2006 Phenomenal Woman Seminar focused on topics designed to empower, enlighten and encourage. More than 90 women gathered for the event held April 17 at the Administrative Annex East Building.

Human Resources Administrator Kevin Murphy emphasized positives about the agency, including a push for higher pay. He also said that the number of women employees has grown to about 980.

Ardella Bearden, a personnel officer II and the seminar's coordinator, said the day-long seminar grew out of a smaller effort to show appreciation to ADC's administrative staff.

Bearden reminisced about the event's early days. She also thanked those who helped with last year's seminar and those who contributed this year. The event is funded by donations.

During the seminar, Pine Bluff Mayor Carl Redus Jr. talked about Character First. He said "many of our community problems can be eliminated when we live by constructive qualities."

He also said that "through a character-driven life you are better wives, mothers, friends and better citizens to this community."

Regina Norwood, a public affairs specialist at the Social Security Administration, told seminar attendees that to "sit comfortably in retirement, you're going to need more than a one-legged stool."

Don't depend solely on Social Security benefits which will replace only about 43 percent of your pre-retirement income. Look at savings, investments and other options.

"It's never too late — no matter what age you are," she said.

To learn more about Social Security, visit [www.socialsecurity.gov](http://www.socialsecurity.gov) or call 1-800-772-1213.

Speaking on the topic of attitude, Deputy Director Ray Hobbs, said "always do what is right." Ask yourself, "Would my parents be proud of me? Would it embarrass me? Will it make the paper?"

"Develop a well-rounded set of values," he said.

### The Speakers



Among the many speakers at the 2006 Phenomenal Woman Seminar clockwise from top:

Pine Bluff Mayor **Carl Redus Jr.** talked about Character First.

**Ardella Bearden**, an ADC personnel officer II and the seminar's coordinator, did her special interpretation of Maya Angelou's poem, "Phenomenal Woman."

**Regina Norwood**, a public affairs specialist at the Social Security Administration, talked about Social Security benefits.

Deputy Director **Ray Hobbs** gave the fundamentals steps of developing a good attitude.

Director **Larry Norris** talked about the many diverse roles that women have in the department.

Former Arkansas state representative **Josetta Wilkins**, right, talked about her battle with breast cancer and her advocacy work for early detection and treatment. (Read more on page 10.)

**D'Carlos Johnson**, a correctional officer at Admin. East, talked about PMS — Promising Myself Satisfaction—taking time out to improve yourself and your life.



Right: Staff members from various ADC units attended the seminar.



## Event offers opportunity to learn, laugh, network

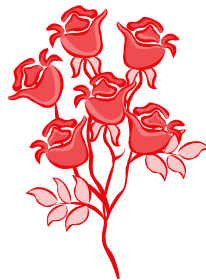


Above: Staff members wait to be served lunch during the 2006 Phenomenal Woman Seminar.



Above: ADC staff members listen to a presenter during the Phenomenal Woman Seminar held at the Administrative Annex East Building..

### Phenomenal Woman Seminar 2006



*"I'm a woman / Phenomenally. / Phenomenal woman, / That's me."*

—Maya Angelou, poet, educator, historian, author, actress and playwright.



Above: Earlene Doyle, left, of the East Arkansas Regional Unit checks out the door prize she won as her co-worker, Pam Dover also takes a peek.

Right:  
A table  
filled with  
mouth-  
watering  
desserts.  
Seminar  
attendees  
also dined  
on chicken  
spaghetti,  
catfish,  
rolls, salad,  
a surprise  
casserole  
and fresh  
fruit.



Above: The Phenomenal Woman Planning Committee with Pine Bluff Mayor Carl Redus Jr.



## On the job:

### Wendy Kelley, Deputy Director for Health & Correctional Programs

Wendy Kelley began her new role as deputy director for ADC's Health and Correctional Programs on Feb. 13. Since then, she's been making the rounds, familiarizing herself with the various units, programs and personnel.

"I've been meeting with staff, attending various supervisor's meetings (i.e., wardens, substance abuse) and I've been to some of the units to sit in on some of the programs."

Kelley has also been responding to grievance appeals.

A former deputy state attorney general, she replaced Dr. Max Mobley who retired after nearly 30 years with ADC.

Kelley worked for the attorney general's office for nearly 14 years and has a history with ADC. A graduate of the University of Arkansas at Little Rock William H. Bowen School of Law, she represented the agency in a number of cases over the years.

Kelley represented ADC in an agreement with the Justice Department which called for the department to improve mental-health staffing and procedures at the Grimes and McPherson units.

With the help of staff, that's one of the goals that the new deputy director is working towards agency-



Wendy Kelley

wide. She has also been reviewing policies and working on getting pay increases for psychological examiners and social workers.

"We haven't been able to fill (all of) those positions," she said.

Kelley is also looking to expand treatment services for inmates.

"A large part of our inmate population needs substance abuse treatment," she said.

The goal is more long-term treatment by either lengthening the Substance Abuse Treatment Program or expanding substance abuse education.

The Al-Anon program — for inmates from families who have been affected by alcoholism — is one option being considered. The initial program at the McPherson Unit will be set up by Volunteer Services Coordinator Linda Shepherd.

While Kelley's background is in

law and not health, she said she has the ability to make sure the agency properly cares for its inmates with licensed staff in medical, mental health and substance abuse treatment.

Her job is that of an administrator, making sure that policies are in place and that resources are available for staff and inmates.

Kelley also administers Library Services and the Chaplaincy Division where she is working with staff to improve services and programs.

The grand opening of the Inner-Change Freedom Initiative pre-/post-release program is set for June 1 at the Tucker Unit. The voluntary program is expected to be available at the Wrightsville Women's Unit by July 1.

During the time she has worked for ADC, Kelley said one thing has been reinforced for her:

"People with the department really want to improve and provide a secure and safe environment for inmates and staff. Included in that environment is providing medical and mental health services as well as other programs for inmates."

A native of West Memphis, Kelley is a mother of two: a freshman at Little Rock's Central High School and a sophomore at the University of Arkansas at Fayetteville.

## Department Briefs

**Basic Correctional Officers' Training Class 2006-E** began on Feb. 27, 2006, with 78 cadets and 59 graduated on April 7, 2006.

**BCOT Class 2006-F** began on March 13, 2006, with 72 cadets and 59 graduated on April 21, 2006.

Congratulations and

welcome to the ADC family!

**The Arkansas Criminal Justice Association 2006 Summer Conference** is set for May 31-June 2 at the Clarion Resort in Hot Springs.



The ADC Advocate is looking for ADC's **Biggest**

**Losers**—again. We want to feature some of the people who have lost pounds within the past year or so.

Share your story and provide before and after photos if you have them.

Deadline for submission is June 19, 2006. Please email [bobbie.crockett@arkansas.gov](mailto:bobbie.crockett@arkansas.gov).

[crockett@arkansas.gov](mailto:crockett@arkansas.gov), call: 870-267-6999.



The character trait for the month of May is **discretion**—recognizing and avoiding words, actions, attitudes that could bring undesirable consequence.

\*\*\*\*\*  
 ★ **Employee Spotlight:** Joyce Burchfield ★  
 ★ \*\*\*\*\*

Joyce Burchfield held a variety of jobs before deciding to make corrections a career.

“I was a teacher’s aid, a florist and an inspector for a glove company,” she said.

A corporal at the Delta Regional Unit, Burchfield is set to retire in June after 15 years with the Arkansas Department of Correction.

"I'm glad I stayed with it," she said. "I've enjoyed it."

Throughout her career, she has strived to be a mentor to young officers coming in.

"I just wish when I'm retired, they let me go around and encourage people," she said.

Burchfield recalls a time when a young female officer wanted to quit.

"I encouraged her to keep going if not for anything but spite," she said, which is indicative of her

straight-talking style.

Beyond that, Burchfield explained that things that you want in life aren't necessarily going to come easy and that ADC offered a chance for a stable career. Eventually the young woman decided to stay in the ranks.

*“Don’t ever close your mind. You can learn everyday.”*

As a veteran officer, Burchfield said she has faced challenges of her own, including the physical assessment. She had to push herself to make sure she was fit for the test.

The gregarious Burchfield isn't shy about speaking her mind and has never met a stranger.

“People are like flowers,”



Joyce Burchfield, Cpl.  
Delta Regional Unit

she said. "All kinds and all colors and everybody's got some good in them."

Burchfield grew up in Dermott and England and now calls Dermott her home.

While she may be nearing retirement, Burchfield has the energy and enthusiasm of someone just starting out her career. When she leaves ADC, you can bet she'll find something to keep her on the go and activities that will broaden her mind.

“I just feel like you can’t learn enough,” she said. “Don’t ever close your mind. You can learn every-

day.”

When asked how she keeps her youthful demeanor, Burchfield smiled and said: “baby carrots and grapes,” referring to two of her favorite snacks.

There are a couple of other reasons why she's so young at heart: She likes to laugh and have fun.

“You can’t go around being negative,” she said. “My mother always said that what you put out is what’s going to come back to you.”

Burchfield has been married to her “best friend and sweetheart” for nearly 48 years.

She is the mother of two daughters and the grandmother of four grand dogs. That's right — granddogs which she says she'll happily spoil until her daughters decide to give her some grandchildren.

## Recipe Roundup .....



## Rainbow fruit salad

- 1 large mango, peeled and diced
- 2 cups fresh blueberries
- 2 cups bananas, sliced
- 2 cups fresh strawberries,  
halved
- 2 cups seedless grapes
- 2 nectarines, unpeeled and sliced
- 1 kiwi fruit, peeled and sliced

***Honey orange sauce:***

- 1/3 cup unsweetened orange juice  
2 Tablespoons lemon juice  
1-1/2 Tablespoons honey  
1/4 teaspoon ground ginger  
dash nutmeg

**Directions:**

- Prepare the fruit.
- Combine all the ingredients

for the sauce and mix.

Just before serving, pour honey orange sauce over the fruit.

Yield: 12 servings--Serving Size: 4  
oz cup  
Each serving provides:  
Calories: 96  
Total fat: 1 g  
Saturated fat: less than 1 g  
Cholesterol: 0 mg  
Sodium: 4 mg

Source: [www.nhlbi.nih.gov](http://www.nhlbi.nih.gov)

## PBU shifts praised for outpouring of support for United Way

When it came to support of the recent United Way campaign, units across ADC donated thousands of dollars to help programs in the community.

Three security shifts at the Pine Bluff Unit had 100 percent participation and a fourth was just shy of the 100 percent mark. Of 140 staff members, 135 contributed to the campaign.

Because of the outpouring of support, Assistant Director Ronnie Dobbs spoke during morning and evening shift briefings at the unit, thanking those shifts that had 100 percent participation.

All total, the Pine Bluff Unit raised more than \$6,200.

Thanks to everyone for giving to United Way. ADC surpassed its \$40,000 goal — raising a grand total of \$52,000.

The agency has an opportunity to have a great impact in local communities. Donations to United Way help provide meals for homebound senior citizens, youth development services and more. If each employee were to give just \$1 per pay period, it would total more than \$110,000 per year. Imagine what giving \$2 or more per pay period could generate.



Left: Assistant Director Ronnie Dobbs thanks staff members for their support of United Way during a shift briefing at the Pine Bluff Unit.



Right: Dobbs attended another Pine Bluff Unit shift briefing to thank staff for a job well done during the recent United Way campaign.

## ACI driver honored for dedication to Hurricane Katrina relief efforts

Michael Smith, a driver for the Arkansas Correctional Industries warehouse, was recently named an outstanding supervisor in Correctional Industries.

Smith received a plaque recognizing his dedication to ACI and the Arkansas Department of Correction during the National Correctional Industries Association's annual training conference in Atlantic City in March.

Smith was nominated because of his actions in ADC's efforts to assist the Louisiana Department of Correction shortly after Hurricane Katrina.

Despite the fact that his son

would be leaving the next day to return to his military assignment in Iraq, Smith accepted the assignment to drive a tractor trailer to Louisiana to get much needed supplies to that state.

Industry Administrator Jerry Campbell said Smith's actions typifies the dedication that he exhibits on a daily basis. Congratulations for a job well done!



Left: ACI driver Michael Smith, left, with his wife and Industry Administrator Jerry Campbell, recently received an award for outstanding supervisor in Correctional Industries during the National Correctional Industries Association's conference.



## Let the games begin: Police Olympics heat up in June

Police, correctional officers and emergency personnel can test their skills during the Police Olympics in June.



The following events are set for June 5 at Sherwood Forest:

Volleyball at 9 a.m.; Horse-shoes at 10 a.m. and Darts at 12 noon. Hospitality Day will also be held throughout the day.

Bowling teams will compete beginning at 6 p.m. June 5 at Professor Bowl South in Little Rock.

Softball teams will compete starting at 8 a.m. June 7 at the Sherwood Softball Complex.

Register by May 22 to compete in the Archery contest set for June 8 at the Pine Bluff bow hunter's range.

The Trooper Jimmie White Memorial Golf Tournament is set for 8 a.m. and 1 p.m. June 9 at Pine Valley Golf Course.

The Pistol/Tactical Team Event is set for 8 a.m. June 10 at the Pine Bluff Police Range, Hwy 425 South. John Kleiner, ADC's Emergency Services administrator, is coordinating this event.

The Basketball competition is set for 9 a.m. June 11 at the Sherwood Recreation Center.

The Arkansas Police Olympics is designed to encourage and promote a closer bond among law enforcement officers of all types throughout the state of Arkansas through athletic competition and fellowship. The games are also designed to promote a high standard of physical and mental well being among these officers while providing a positive image of law enforcement to the citizens of Arkansas.

All participants must be:

—Full time, part time, or retired law

enforcement officers

— Corrections officers

— Commissioned auxiliary law enforcement officers

— Military police

— Full time, part time or volunteer fire department personnel

— Emergency medical personnel

All participants must be prepared to show identification to verify their eligibility.

For more information or to register online, visit:

[www.arkansaspoliceolympics.org](http://www.arkansaspoliceolympics.org)

## ADC takes 2nd, 3rd place in bass tournament

Despite some bad weather, the April 25 Police Olympics bass tournament had a good turnout with 45 anglers participating. The winners are:

1st Place — representing the Pulaski County Sheriff's Office, Randy Morgan and Richard Cothren with a total weight of 14.08 pounds.

2nd Place — representing the Arkansas Department of Correction, Ricky Jefferey and Michael Holt with a total weight of 12.26 pounds.

3rd place — representing the Ar-

kansas Department of Correction, Cameron Wood and Kerwin Bishop with a total weight of 11.37 pounds.

The winner of the \$450 Big Bass prize was Stan Bohannon of the Pulaski County Sheriff's Office with a fish weighing 4.37 pounds.

There is talk of having a Fall Tournament so check back on the Police Olympics website for the announcement.

Information submitted by Chris Coody, APO Board member

## All about handling the books: regional training held for library clerks

Regional training has begun for inmate library clerks who are assigned to libraries throughout the agency.

Library Administrator Dennice Alexander conducted the first session on April 27 for clerks at the Pine Bluff Complex. Other sessions will be scheduled in the coming weeks.

The annual training is designed to provide information about library procedure and policy.



Left: Library Administrator Dennice Alexander conducts training in the Pine Bluff Unit Chapel for library clerks at the Pine Bluff Complex. The training is being held for library clerks at units throughout the agency.

## Health Matters

### BreastCare program advocate speaks at Phenomenal Woman event

Breast cancer survivor Josetta Wilkins recently recalled how she felt when she learned that she had “the Big C.” When she was diagnosed in 1993, it “scared me half to death,” she told the audience at the Phenomenal Woman Seminar.

But, Wilkins soon put aside her fear and took action.

She considered her treatment options and decided to undergo breast-cancer surgery. One of the things that she discovered during her battle with cancer is that women weren’t talking about it.

An Arkansas state representative at the time, Wilkins not only started talking about it, she began a drive for better diagnosis and treatment of breast cancer.

The initiative failed to get needed votes at first but



**Josetta Wilkins**  
Former state representative

the former state representative from Pine Bluff didn’t give up.

Her determination and persistence in the legislature led to the passage of the Breast Cancer Act of 1997 and ultimately to the creation of the Arkansas BreastCare program.

Since its inception, the program has provided free screening mammograms to thousands of women across Arkansas with little or no insurance. Hundreds of cases of breast and cervical cancer have been treated through

the BreastCare program

Wilkins describes breast cancer as a “phenomenon that is growing by leaps and bounds every year.”

“This year alone over 2,000 women of all ages will get breast cancer and over 500 will die because of lack of early detection,” she said.

Wilkins pointed out that while mammograms are a good tool, they don’t detect every cancer. Self exams are necessary.

She also encouraged women to talk about breast cancer and to get information.

“You know how we like to talk,” she said. “If we are going to be talking—instead of gossiping and putting each other down—let’s talk about something to lift each other up. There

are women who are suffering and dying because of lack of information.”

She urged women to set priorities when it comes to caring for themselves.

“Nothing is more important than your health,” Wilkins said, urging women not to treat breast cancer as if it’s a taboo subject.

“Be informed. Talk to each other,” she said. “It’s not some secret that we should be afraid of.”

Wilkins concluded her presentation with these words: “We shall pass this way but once; any good we can do, or any kindness that we can show to any man, let us do it now; let us not defer or neglect it, for we shall not pass this way again.”

### Need PT? Use the designated site

All employees working or living within a sixty (60) mile radius of Pine Bluff with job related injuries requiring physical therapy should use the Outpatient Physical Therapy facility at Jefferson Regional Medical Center.



It is important that employees understand that using other physical therapy facility could result in claims not being paid.

### Character Counts



Above, left to right: CMS staff members Charlotte Green, Dottie Yarbrough and Donna Stone, far right, attended the Character Breakfast held by the Character Council of Southeast Arkansas in March.



## New ACS report finds at least half of all cancer deaths preventable

A new report from the American Cancer Society says that lifestyle changes and greater utilization of proven screening tests could prevent at least half of cancer deaths.

Tobacco use, as well as physical inactivity, obesity, and poor nutrition, remain major preventable causes of cancer and other diseases in the United States.

The Cancer Prevention & Early Detection Facts and Figures 2006 report estimates that this year more than 170,000 cancer deaths will be caused by tobacco use alone. In addition, scientists estimate that about one in three (188,277) of the 564,830 cancer deaths expected to occur in 2006 will be related to poor nutrition, physical inactivity, overweight, and obesity.

Cancer screening also plays an important role in

cancer mortality.

The report says many deaths from cancers of the breast, colon, rectum, and uterine cervix could be prevented by greater use of established screening tests.

According to CPED 2006:

— Increasing levels of overweight and obesity among children and adults are now a major threat to America's health.

Obesity increases the risk of developing and dying from a number of cancers as well as other health problems.

— Levels of physical activity among adults and children remain generally low. Nearly one in four (23.8 percent) adults reports no leisure-time physical activity.

— Healthy eating patterns (adequate consumption of fruit and vegetables) by

adults and children are low. Fewer than one in four (23.5 percent) Americans report eating five or more servings of vegetables and fruit daily.

— Per capita cigarette consumption is now at the lowest point since the start of World War II.

— Fifteen states have implemented statewide smoking bans that prohibit smoking in workplaces and/or restaurants and/or bars.

— Although screening rates for cervical and breast cancer have increased over the past decade, only 55 percent of women aged 40 and older report getting a mammogram in the past year.

— Seventy-nine percent of adult women report having a Pap test in the past three years. Screening rates are lower for people who are

uninsured, have low levels of education, or have immigrated to the United States within the last five years.

— Although there is strong evidence that colorectal cancer screening can both prevent colorectal cancer and detect it early, fewer than half of Americans for whom testing is recommended have had a recent screening test.

— UV exposure is associated with more than one million cases of basal and squamous cell cancers and 62,190 cases of malignant melanoma in 2006.

The full CPED report can be viewed by visiting the American Cancer Society Web site at [www.cancer.org/statistics](http://www.cancer.org/statistics).



## Women & heart disease: know the facts, get the news

Although heart disease is sometimes thought of as a "man's disease", it is the leading cause of death for both men and women in the United States. Women comprise 51 percent of the total heart disease deaths.

Of the 1,244,123 deaths among women in 2002, 28.6 percent were due to diseases of the heart.

Good News: According to surveys by the American Heart Association, the percentage of women who real-

ized that heart disease was the number one killer of women increased from 30 percent in 1997 to 46 percent in 2003.

Bad News: Only 13 percent of the women in the survey perceived heart diseases to be their greatest heart problem. While this is an increase from only 7 percent, it still reflects an attitude that heart disease is "not my problem."

Heart disease is often perceived as an "older woman's" disease. While it

is the leading cause of death for women 65 and older, heart disease is the third leading cause of death in women aged 24 to 44. It is the second leading cause of death among women aged 45 to 64 years.

The range for heart disease varies depending on your family and personal health history and your course of treatment will depend on your personal risks. Regardless of the risk level, these life style

recommendations apply to everyone:

- Don't smoke
- 30 minutes of physical activity per day
- Heart healthy diet/weight maintenance or reduction
- Evaluation and treatment of depression.

Information submitted by  
Nancy Jackson, LPN, Health Investigator

## Art with purpose: Posters at Central Office help promote character

Anyone walking the halls of ADC's Central Office gets constant reminders to exercise good character.

Colorful posters have been put up which depict animals in nature that represent various character qualities.

For example, the

salmon depicts determination because it shows remarkable determination to complete its hazardous migrational run to the spawning grounds where it had hatched years before.

ADC's Administrator of Chaplaincy Services Eddie Sensat and admin-

istrative assistant Joann West had the posters put up to complement the Character First program. A new character trait is introduced each month and training is offered on that trait throughout the agency.

Those who attend all 12 months will receive 3 hours of training for the year. Character First emphasizes 49 qualities including initiative, honor, punctuality and truthfulness.



Left: One of the posters that adorns the hallways of Central Office. The posters illustrate good character qualities.

## Thanks to all 2006 manhunt field trials' participants, supporters

Southern States Manhunt Field Trials Board members, pictured below, extend a special thanks to everyone who participated in and helped out with the event. The trials would not have been possible without the hard work and preparation put into it by the teams, track layers and many, many others.



SSMFT officers from left to right: James "Hoot" Gibson, Ruth Clark, Lynn McCallister, Ronnie Schwin, Larry Keeth, Linda Hill, Darlene Hall, John Kleiner and David White (kneeling).



### Governor's Service Awards March 2006

#### Retirement:

Floyd J. Williams — Varner Supermax  
Jim Apel — Maximum Security

#### 20 Years

Marshall Gates — Tucker  
Mary Cobbs — Tucker  
Ray Hammond — Cummins  
Joseph O'Neal Jr.—Diagnostic

#### 10 Years:

Timmie Lowery — Wrightsville  
Verna Chambers — Maximum Security  
Adrian Brown — Maximum Security  
Robert Canady — Cummins

*Congratulations!  
Your years of service are appreciated.*



Left: The ADC Honor Guard posted the colors at the 2006 Southern States Manhunt Field Trials held in March.



## ADC Promotions and New Hires — March

### Promotions

3/10/06	James Ashcraft	Captain – Ouachita River
3/12/06	Joy Jones	Sergeant – Delta Regional
3/12/06	Linda Louis	Sergeant – Delta Regional
3/12/06	Douglas Boultinghouse	Sergeant – Varner
3/12/06	LaTonya Sellers	Sergeant – Tucker
3/12/06	Tricia Clark	Secretary I – Wrightsville
3/13/06	Veronica Williams	Sergeant – Ouachita River
3/22/06	Troy Thompson	Sergeant – Ouachita River
3/13/06	Carey Rush	Personnel Officer – Human Resource
3/14/06	Robert Wells	Lieutenant – Cummins Farm
3/14/06	Maxann Smith	Secretary I – Varner
3/15/06	Annette Goins	Sergeant – JCJ/CF
3/20/06	Mark Mallard	Management Project Analyst I – Tucker
3/26/06	Michael Meadows	Sergeant – Delta
3/26/06	Chester Pool	Sergeant – North Central
3/26/06	Kevin Courtney	Lieutenant – JCJ/CF
3/26/06	Ronald Gillihan	Captain – North Central

### New Hires

3/02/06	Marlene Franklin	Unit Human Resource Manager – Tucker
3/02/06	Beverly May	Commissary Supervisor – Tucker
3/09/06	John M. Thompson	Recreation Activity Leader – Cummins
3/13/06	Jeff Cowan	Unit Trainer – North Central
3/13/06	Jeff McClain	Sergeant – McPherson
3/22/06	James Jason	Const./Maintenance Supervisor I – Construction
3/26/06	Steven Prichard	Sergeant – Wrightsville
3/26/06	Peggy Benish	Sergeant – Wrightsville
3/27/06	Frankie Wilburn	Food Production Manager – Boot Camp
3/27/06	Donald Jenkins	Const./Maintenance Supervisor I – Construction
3/27/06	Ronald D. Creed	Const./Maintenance Supervisor I – Construction
3/27/06	Archie Yelverton	Sr. Refrigeration Supervisor – Construction
3/29/06	Andrea Rhodes	Secretary II – Mental Health

*Congratulations!*



### In-Service Training Protocol

The Training Academy wishes to welcome staff to In-Service Training. The academy strives to promote a professional environment during your learning experience.

Listed below is appropriate attire for In-Service class participation.

Shirt—button up or pull over (please, nothing derogatory, offensive or inappropriate for professional correctional staff, no T-shirts, no sports team shirts).

Shirt and Tie

Slacks—**NO DENIM, no holes or frayed edges.**

Dress/Pantsuit—(please, nothing see through, sleeveless or low cut. Length should be professional and appropriate for professional correctional staff)

Shoes—(no flip flops, sandals, tennis shoes or house slippers).

Uniforms—must meet Department guidelines

Headgear—allowed only outside of building (no derogatory or offensive wording, symbols, etc.).

Sweats/Shorts/Sport Warm-ups—will be considered appropriate only in classes containing physical activities – not during normal In-Service classes.

Smoking is not allowed on Academy property.

Please observe break times and lunch periods.

Cell phones or pagers need to be on vibrate or silent while in the classroom.

Students arriving more than 15 minutes late for the starting time of a class, or more than 15 minutes late from a break/lunch will be dismissed from the class.

## MAY TRAINING SCHEDULE

\*denotes Regional Training at EARU

Date	Title	Time	Length	Location
1-2	Management Effectiveness Training	8 a.m.	16 hrs.	TA
2-3	Principles of Supervision	8:30 a.m.	14 hrs.	LR (CJI)
2-3	Crime Scene Digital Photography/Imaging	8:30 a.m.	28 hrs.	LR (CJI)
3	Sexual Harassment/Sexual Misconduct	8 a.m.	5 hrs.	TA
3	Structured Interviewing	8 a.m.	4 hrs.	HR
3	Change Changes You	8 a.m.	4 hrs.	TA
4	Race Relations & Cultural Diversity	8 a.m.	4 hrs.	HR
4	Administering Discipline	8 a.m.	4 hrs.	TA
4	Performance Evaluation	12:30 p.m.	4 hrs.	TA
5	Intro. to Computers/Basic Internet Nav.	8 a.m.	4 hrs.	HR Lab
8	Field Training Officer	8 a.m.	8 hrs.	TA
8-12	Correctional Security for Non-Security	8 a.m.	40 hrs.	TA
9	Basic Horsemanship	8 a.m.	8 hrs.	Grimes
10	Hazmat Awareness	8 a.m.	8 hrs.	TA
10	Basic Microsoft Excel	8 a.m.	4 hrs.	HR Lab
10	Basic Horsemanship	8 a.m.	8 hrs.	NCU
11	Basic Terrorism Awareness/Explos. Response	8 a.m.	6 hrs.	TA
11	Grievance Prevention & Handling	8 a.m.	5 hrs.	TA
12	Incident Response to Terrorist Bombing	8 a.m.	4 hrs.	TA
15	Racial Profiling	8 a.m.	4 hrs.	TA
15	*Administering Discipline	8 a.m.	16 hrs.	EARU
15	*Performance Evaluation	12:30 p.m.	4 hrs.	EARU
16	*Interpersonal Communication	8 a.m.	8 hrs.	EARU
16	Anger Management/Conflict Resolution	8 a.m.	4 hrs.	TA
16	Basic Horsemanship	8 a.m.	8 hrs.	ORU/Benton
17	Verbal Fitness for Law Enforcement	9 a.m.	6 hrs.	Harrison P.D. (CJI)
17	Basic Horsemanship	8 a.m.	8 hrs.	Pine Bluff
17-18	*Management Effectiveness	8 a.m.	16 hrs.	EARU
19	*Sexual Harassment/Sexual Misconduct	8 a.m.	5 hrs.	EARU
22	*Grievance Prevention and Handling	9 a.m.	5 hrs.	EARU
22-26	New Riders Class	8 a.m.	40 hrs.	Wrightsville
23	*Fair Labor Standards Act	8 a.m.	4 hrs.	EARU
23-24	Introduction to Management	8 a.m.	16 hrs.	TA
24	*Field Training Officer	8 a.m.	8 hrs.	EARU
24-25	Using Microsoft PowerPoint	8:30 a.m.	14 hrs.	LR (CJI)
24-25	Emergency Preparedness Training	8 a.m.	16 hrs.	TA
25	*Adult CPR & AED	8 a.m.	8 hrs.	EARU
25	Roadmap for Success	8 a.m.	8 hrs.	TA
31	17 Laws of Leadership	8 a.m.	4 hrs.	TA

### Training classes also available through e-learning

A variety of e-learning classes are available to ADC staff. To logon to the e-learning Web site, go to <http://nic.learn.com/learncenter.asp?id=178409>. Then, click on the Professional Skills Development Library.

See the following four options: Executive Level, Senior Level, Manager Level and Supervisor Level. If you're not sure of which level to select, begin with the Supervisor Level.

After selecting the skill level, you'll see an alphabetical listing of related classes. Click on the info tab to the right

of the class name to see a description of the class. It will also tell you who should take the course, the course objectives, and how long the course should take. To take the class, scroll to the bottom and click on Click Here to Apply. When the program asks for your supervisor's email address, enter the e-mail address of your Unit Trainer.

**NOTE:** Only your unit trainer can approve your course. Any course taken without the unit trainers approval is invalid.



## JUNE TRAINING SCHEDULE

Date	Title	Time	Length	Location
1	Race Relations & Cultural Diversity	8 a.m.	4 hrs.	HR
1-2	Crime Scene Courtroom Testimony	8:30 a.m.	14 hrs.	Fort Smith PD (CJI)
2	Courtroom Testimony	8:30 a.m.	6 hrs.	Blk River Tech College (CJI)
5	Inmate Grievances	8 a.m.	4 hrs.	HR
5-7	Basic Spanish for Law Enforcement	8:30 a.m.	21 hrs.	Fort Smith PD (CJI)
5-9	Firearms Instructor School	8 a.m.	40 hrs.	TA
6	Change Changes You	8 a.m.	4 hrs.	TA
7	Structured Interviewing	8 a.m.	4 hrs.	HR
8	Basic Horsemanship	8 a.m.	8 hrs.	Wrightsville Unit
7-8	Introduction to Management	8 a.m.	16 hrs.	TA
8	Fair Labor Standards Act	8 a.m.	4 hrs.	HR
8	Administering Discipline	8 a.m.	4 hrs.	TA
8	Performance Evaluation	12:30 p.m.	4 hrs.	TA
12	Racial Profiling	8 a.m.	4 hrs.	TA
13	Sexual Harassment/Sexual Miscond.	8 a.m.	5 hrs.	TA
14-15	Introduction to Computers	8:30 a.m.	14 hrs.	LR (CJI)
15	Grievance Prevention & Handling	8 a.m.	4 hrs.	HR
19-23	New Riders Class	8 a.m.	40 hrs.	Wrightsville Unit
19-23	Command Supervisor School	8 a.m.	40 hrs.	TA
19-20	Tactical Officer Shooting Survival	8 a.m.	16 hrs.	TA
20-21	Management Effectiveness Training	8 a.m.	16 hrs.	TA
20-22	Advanced Supervision	8:30 a.m.	21 hrs.	Southern AR Univ. (CJI)
21	7 Cs of Leadership	8 a.m.	4 hrs.	TA
21	Leadership Values in Law Enforcement	9 a.m.	8 hrs.	Pine Bluff P.D.
22	Advanced Interpersonal Comm.	8 a.m.	16 hrs.	TA
27	Interpersonal Communication	8 a.m.	16 hrs.	TA
28-29	Using Microsoft Word	8:30 a.m.	14 hrs.	LR

## OPEN ENROLLMENT (Year round)

- **AWIN Radio Training** — As scheduled by your Unit Trainer
- **Advanced Drivers Techniques** — As scheduled by your Unit Trainer
- **Internet-Based e-Learning Classes.**  
Classes provided by National Institute of Corrections  
Visit [www.nicic.org](http://www.nicic.org).  
You must get approval from your Unit Trainer before taking any e-learning classes

The following **open enrollment, Inter-Agency classes** are offered in Little Rock. They vary in length.

Who Moved My Cheese (Little Rock)  
Emotional Intelligence  
FISH  
Dealing with Difficult People  
Conducting Effective Meetings  
Defensive Driving  
Train the Trainer  
CPR  
Presenting Testimony  
Basic First AID  
Workplace Diversity

## ADC CALENDAR



### May 2006

7-13 Correctional  
Officers' Week

5 Cinco de Mayo

14 Mother's Day

29 Memorial Day

31-June 2 Arkansas  
Criminal Justice Assoc.  
Conference, Hot Springs



### June 2006

14 Flag Day

18 Father's Day

21 First Day of Summer



### July 2006

4 Independence Day

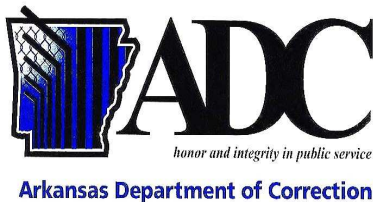
10-14 United States Deputy  
Wardens' Association  
Conference, Hot Springs

16-19 Southern States  
Correctional Association  
Conference, Charleston, WV

## ADC Advocate Employee Newsletter

### ***ADC Mission Statement***

- *To provide public service by carrying out the mandates of the courts.*
- *To provide a safe humane environment for staff and inmates.*
- *To provide programs to strengthen the work ethic.*
- *To provide opportunities for spiritual, mental and physical growth.*



The *ADC Advocate* newsletter is published monthly by the Public Information Office for employees of the Arkansas Department of Correction. The publication strives to enhance communication and provide information on the development and achievements of this agency.

All employees are encouraged to submit articles, comments, ideas, letters and questions. The deadline for submission is tentatively set for the 15th of each month for inclusion in that month's publication.

Please be aware that all submitted items will be subject to editing. However, every effort will be made to maintain the writer's essential meaning.

In addition, statements contained in the *ADC Advocate* are the personal views of the authors and do not necessarily represent the opinion or policies of the Arkansas Department of Correction.

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**Visit ADC on the Web:**

**[www.state.ar.us/doc](http://www.state.ar.us/doc)**

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